



# CommuniQUÉ

M A Y 2 0 0 1

## THE INS HONORS ITS FALLEN OFFICERS



*Border Patrol  
Supervisory Agent  
Jose Gonzalez holds  
the flag during a  
ceremony at the  
INS Headquarters.*

*Page 11*



### ◀ Attorney General tours the border

*Attorney General John Ashcroft prepares to ride a motorcycle in Arizona during a four-day visit to the Southwest border. See page 3*

### Eye on public service ▶

*Alex Behrns of Minnesota checks out a patrol car with help from Border Patrol Agent Amber Herrera at an exhibit during National Public Service Recognition Week. See page 9*



*“ Although Agent Panides' life was claimed in a tragic accident, his heart still beats. It beats in all of those who he assisted and inspired during his all-too-brief time with the Border Patrol. We can keep it beating by emulating his good work. ”*

**KEVIN D. ROONEY**  
**ACTING COMMISSIONER**

## **Border Patrol Agent Jason C. Panides dies in the line of duty**



Border Patrol Agent Jason C. Panides, 26, died in the line of duty on April 4 when he was struck by a tractor-trailer while assisting with the apprehension of illegal immigrants. Agent Panides of the Laredo North Station was killed about 11 miles north of Laredo on an access road to Interstate 35.

He was remembered by fellow agents for being generous with his time and talents and diligent in pursuit of a goal. He entered the Border Patrol on March 9, 1998, a member of the Academy's Class 368. Laredo North was his first duty assignment.

INS Acting Commissioner Kevin D. Rooney, speaking at the funeral service, noted that Agent Panides took on one of the most physically demanding training programs in federal law enforcement, even though an auto accident during childhood had left him with a severe limp.

"Where others saw an obstacle, Agent Panides saw an opportunity," Rooney said. "And he seized it, proving that he could meet the Patrol's tough physical fitness standards, which includes running a mile and half within a set time."

An Academy classmate recalled that Agent Panides had not just run at the required pace, but at one point had slowed to encourage another classmate who was in danger of not qualifying, Rooney said. Another classmate mentioned that Agent Panides had helped him learn enough Spanish to pass the Academy's final exam.

At the Laredo North Station, Agent Panides burnished a reputation for consideration of others. He was remembered for frequently

coming into the station on his day off to see if he could lend a hand. "If you called him with a problem, he'd jump in the truck and come over to see what was going on," said a colleague. "He'd even lend you his truck."

"He had a knack for nabbing smugglers," Rooney said. Agent Panides was known for uncovering new smuggling routes soon after they were opened and for sharing the information he developed with colleagues. "His goal was to put smugglers out of business, not personal glory," the Acting Commissioner said.

Before joining the Border Patrol, Agent Panides graduated from the University of North Florida with a BA in criminal justice and psychology.

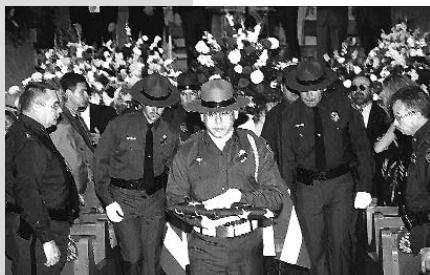
Funeral services were held April 10 in Agent Panides' hometown of Jacksonville, Fla., with burial following at Arlington Park Cemetery. The Laredo Sector Honor Guard accompanied the body to Jacksonville and participated in the services. In addition, a memorial service was held in his honor on April 16 at the Laredo Civic Center Auditorium. Flags in the Laredo Sector were flown at half-staff until the burial.

Of the many explanations for why Agent Panides established himself so quickly as an indispensable part of Laredo North's operations, Acting Commissioner Rooney said the best was offered by a colleague who summed it up: "He was all heart."

"Although Agent Panides' life was claimed in a tragic accident, his heart still beats," Rooney said. "It beats in all of those who he assisted and inspired during his all-too-brief time with the Border Patrol. We can keep it beating by emulating his good work."

Agent Panides is survived by his mother, Rosemarie Panides-Kaiser of Jacksonville, his father, Wallace C. Panides of Fernandina Beach, Fla., and a sister, Christina, of Jacksonville.

Members of the Laredo Sector's Honor Guard assist during funeral services and give their colleague a final salute.



# TABLE<sub>of</sub> CONTENTS

## HEADQUARTERS NEWS

Assessment system for filling top jobs wins award.....	4
President picks James W. Ziglar for INS Commissioner.....	5
Personal property specialists earn certificates .....	6
Career Sustainment has the ticket: a Bahamas cruise .....	15
Workers' Comp group wins Justice Department plaque.....	16

## INS NEWS OF NOTE

Agent Jason C. Panides eulogized for being "all heart" .....	2
Attorney General Ashcroft tours the Southwest border.....	3
Photo archives open a window on the INS' past .....	7
INS' many roles go on display for Public Service Week .....	9
The INS honors its fallen officers at ceremony.....	11
Honor Program brings top law school graduates to INS .....	13
TPS extended for Hondurans and Nicaraguans .....	14
Colombians now need visa to transit in Miami .....	14
Laser visa card to replace Crossing Card for Mexicans .....	14
Angolans granted one-year extension of TPS .....	14

## INS NEWS FROM THE FIELD

Quality Assurance skills recognized in Adjudications .....	6
Blaine Sector wins award for cross-border cooperation.....	8
Bagpipes draw a crowd, and new pipers, in Laredo .....	10
Agents nab a marijuana-laden truck in New Mexico .....	12
San Diego Explorers place second in competition .....	12

The *INS Communiqué* is published by INS Headquarters under a contract with *Casals & Associates* of Alexandria, Virginia. The publication is committed to informing the employees of the Immigration and Naturalization Service about official and unofficial activities. Readers are encouraged to submit articles, photographs, and letters to the editor. Write to *Communiqué* c/o Casals & Associates / 1199 North Fairfax Street, Third Floor / Alexandria, VA 22314 / attention: *INS Communiqué* Editor. Submissions in electronic format may be sent to << ins@casals.com >>.

Kevin D. Rooney  
Acting Commissioner

Ray Potter  
Editor

Russell Bergeron, Jr.  
Acting Director, Office of Public Affairs

Anne Asencio / Don Abalos  
Graphic Design



## Attorney General Ashcroft visits the border

Attorney General John Ashcroft made a four-day tour of INS facilities and Justice Department offices along the Southwest border, starting May 4. He was accompanied by Border Patrol Chief Gustavo De La Viña. The trip took him to Brownsville and El Paso, Tex., and on to Douglas and Tucson, Ariz.

Ashcroft toured the El Paso Processing Center and the Port of Entry. He observed nighttime operations on the ground at the border near El Paso and at dusk from the air over Douglas. The Attorney General met Border Patrol Agents patrolling on horseback, boat, bicycle and aircraft. Near Douglas, he donned a helmet and coveralls to ride with a motorcycle patrol.

The Attorney General also found time to throw out the first pitch for a minor league baseball game between the El Paso Diablos and the Shreveport Swamp Dragons. The home team, Diablos, hosted a combined Border Patrol Night and Cinco de Mayo celebration.

(Starting at top left) Attorney General Ashcroft is pictured with a rider of the horse patrol; With U.S. Sen. Kay Bailey Hutchison of Texas surveys a display with the Inspections staff; Meets the press in Arizona; Tours a Port of Entry in Texas; Travels by patrol boat on the Rio Grande River near Brownsville.





# HEADQUARTERS *News*

## High-level hiring process receives high marks

for its creators, the Research and Development (R&D) Branch of the INS Office of Human Resources and Development.

The R&D Branch won the 2001 Innovations in Assessment Award from the International Personnel Management Association Assessment Council (IPMAAC), an organization of applied personnel assessment professionals. The award will be presented in June at the association's annual conference in Newport Beach, Calif.

The R&D Branch is being honored for developing and implementing INS Executive Assessments, a one-day program designed to measure the critical thinking and judgmental skills of candidates seeking high-level positions and all Senior Executive Service positions.

Since its adoption in 1998, the Executive Assessment program has been used to review 125 candidates for 35 INS positions. The Executive Resources Board (ERB), which makes appointments based on Executive Assessments, has expanded the range of positions filled through the program.

### Previously less structured

Before 1998, the Commissioner used a less structured approach to choose among candidates for the top positions. Candidates were typically selected based on a background check, previous work experience and a brief interview.

Today, a candidate for a high-level INS position undergoes a two-part written exercise before going before the ERB for a competency-based structured interview that was developed by the R&D Branch.

The initial exercise comprises two parts. In the first exercise, an applicant is asked to review and evaluate conclusions based on documents sent to a simulated office in-basket. The exercise is intended

The system that helps select candidates for many of the top jobs at INS has won kudos

to measure logical reasoning, decision making and strategic thinking.

In the second written exercise, an applicant plays the role of an executive in a private or public-sector organization and gleans an understanding of the organization and the complex issues it faces from written materials, such as reports, letters and messages. A candidate reviews the material and prepares a 10-minute briefing describing how he or she would handle the issues presented.

Psychologists from the R&D branch take notes on the applicant's briefing and compare the presentation to a detailed set of benchmarks. This second part of the exercise is repeated three times so as to achieve a more valid measurement of the candidate's leadership, thinking, communication and management skills.

### The interview

After completing the exercises, an applicant meets the ERB, which is composed of the INS Commissioner, Deputy Commissioner, Executive Associate Commissioners and Regional Directors. The one-hour interview is structured to address many of the skills measured in the written exercises, as well covering the technical skills that are needed in the target job.

After all candidates for a position have completed the assessment process, the R&D Branch prepares an executive overview of each candidate's strengths and weaknesses. The ERB considers these overviews in addition to each candidate's background, work history and interview performance in making a final decision.

A comprehensive and individualized "development feedback report," containing all the information presented to the ERB and a detailed narrative, is later given to each candidate. Candidates are given recommendations for improving each competency area measured by the assessment and are invited to receive training at the INS Leadership Development Center.



## THE PRESIDENT CHOOSES

*James Ziglar*

## FOR INS COMMISSIONER

## CITING HIS EXPERIENCE IN TACKLING

## MANAGEMENT CHALLENGES



James W. Ziglar

President George W. Bush on April 27 announced his choice of James W. Ziglar as INS Commissioner, citing the nominee's strong relationships with Republicans and Democrats in Congress and his wide-ranging experience in both the public and private sectors.

"Jim Ziglar is an experienced manager who will work diligently to reform the INS," said President Bush. "His history of overseeing large organizations and tackling management challenges makes Jim an excellent choice as Commissioner of the INS."

Ziglar now serves as Sergeant at Arms of the U.S. Senate, a position to which he was elected by the Senators in October 1998. In that capacity, he serves as chief protocol and law enforcement officer of the Senate and the principal administrative officer for the support services provided to Senators and their staffs.

Prior to taking the Senate position, Ziglar had a 23-year career in the securities industry and also served as the Assistant Secretary of the Interior for Water and Science from 1987 to 1988. Early in his career, he held other positions in the Senate and at the Department of Justice.

Attorney General John Ashcroft welcomed the choice of Ziglar to head the INS, one of the principal agencies of the Department of Justice.

"Legal immigrants should be greeted with open arms, not endless lines," the Attorney General said. "I look forward to working with Jim to implement such ideals, and I know he will lead the INS with honor."

"His post is a crucial one, because while we must guard our nation's borders with vigilance, we must also remember that the greatness of our nation comes from generations of immigrants," Ashcroft said.

Ziglar was Managing Director of Paine Webber Incorporated in the firm's Municipal Securities Group. He was also a member of the Paine Webber Operating Committee, the Municipal Securities Group Executive Committee and served as the Chairman of the Municipal Securities Group Operating Committee.

As Assistant Secretary of the Interior for Water and Science in the late 1980s, he directed the Bureau of Reclamation, the U.S. Geological Survey and the Bureau of Mines. Ziglar served as a member of the Senior Advisory Group on Water Governance of the Advisory Committee on Intergovernmental Relations and was the joint recipient of the Water Statesman of the Year Award from the National Water Resources Association in 1988.

He previously worked as an aide to former U.S. Senator James Eastland of Mississippi and served as a public affairs officer at the Department of Justice.

Ziglar has extensive legal experience, having worked as an associate at the New York law firm of Mudge Rose Guthrie Alexander & Ferdon and as a partner at the Phoenix law firm of O'Connor, Cavanaugh, Anderson, Westover, Killingsworth & Beshears. He is a member of the bar in New York, Washington, D.C., Virginia and Arizona. Following law school, he clerked for former U.S. Supreme Court Justice Harry Blackmun.

Ziglar is a native of Pascagoula, Miss., and received both his undergraduate degree and his law degree from George Washington University.

His nomination is subject to confirmation by the U.S. Senate.

# HEADQUARTERS *News*

## **Property specialists earn certificates for classwork and on-the-job experience**

Eight employees who help keep track of the INS' more than 170,000 pieces of inventoried property have earned a new professional accreditation.

The Headquarters Logistics Division announced that the employees received certificates from the National Property Management Association (NPMA) that shows they have achieved an industry-recognized standard of expertise in personal property management. At the INS, inventoried personal property includes standard office equipment, such as furniture and computers, and also the more unusual tools of the trade, including firearms and airplanes.

Those who have qualified as a Certified Professional Property Manager (CPPM) are Veral Wright, Lilli Jimenez, Betty June Farkas and Rose Farkas. To attain CPPM status, an applicant must have worked a minimum of six years in personal property management and successfully completed testing as a property specialist, administrator and manager.

Those who earned the NPMA's designation as a Certified Professional Property Administrator

(CPPA) are Barnett Long, Daryl Helford, Bernadette Barnes and Vivian Mitchell. The CPPA status is awarded to those with at least three years of property management experience and completion of testing as a property specialist and administrator. Certification is issued by the NPMA for an initial five years, but can be renewed by participation in specified industry education programs and activities.

Among the duties of the INS personal property specialists and managers are development of personal property policies and procedures; transactional processing of property transfers, surveying actions, and disposals; and managing the computerized inventory system that tracks property.

Plans call for extending the training and certification program to key personal property personnel assigned to the administrative centers of the three INS regions.

The INS' personal property that can be inventoried, including its vehicle fleet, carries an acquisition value of about \$730 million.

## **Assistant Directors of Adjudication vie for the title of Quality Champion**

*By Jim Ennis*

Three "Quality Assurance Champions" were crowned at a conference of Assistant District Directors for Adjudication (ADDA) in April. Another three ADDAs took home honorable mentions, recognizing their district's effective and innovative use of the relatively new position of Quality Assurance Analyst (QAA).

The QAA position was created in 1998 at the direction of Congress to help implement a system of checks and balances in the delivery of immigration benefit programs.

To select the winners, the 65 District QAAs submitted essays that described their management support and innovative ways that they were used beyond Naturalization Quality Procedures (NQP) reviews.

Topping the list of ADDAs representing champion districts were Jane Arellano of Los

Angeles, Caroline Pratt of Omaha, and Joseph Mager of Newark. Honorable mentions went to Maria Aran of Miami, Jerry Klos of San Diego, and Al Gallman of Phoenix. The winners were announced at the April ADDA conference held in Reno, Nev.

Karmon Beamon, a QAA of Newark, best captured the flavor of the champion-level entries. She saluted ADDA Mager's "willingness and foresight to see the QAA as a management tool" for attaining goals. The Newark QAA benefited from sitting in on management meetings and being exposed to the full-range of District INS functions. She concluded that Mr. Mager's approach improved "productivity and customer relations."

## Photo archives open a window on the INS' past

Similar to a home's attic, the Historical Reference Library's photography archives can be seen as a repository of INS memories.

The library's archives now hold about 2,500 images, each encased in a protective plastic sleeve with an attached captioned explanation. The photos fill about three dozen looseleaf notebooks, labeled by topic, such as investigations, refugees, commissioners, and naturalization and citizenship.

The collection's oldest images go back to the first decade of the 1900s. One of the oldest characters pictured is Jeff Milton, who was often described in press accounts during the early 1900s as the first Immigration Border Patrolman.

Among the most recent additions to the collection are photographs taken within the last five years of former Commissioner Doris Meissner and former Attorney General Janet Reno.

*Communiqué* plans to regularly publish some of these snapshots of INS history.

The entire set can be viewed at the Historical Reference Library, which is located on the first floor of INS headquarters. INS staff can visit during normal library hours, weekdays from 8 a.m. to 4 p.m. Visitors are advised to call ahead at (202) 514-2837. The public is welcome, but must call the same number to schedule a visit.

Some photos from the collection can be viewed on the library's computer terminal. The library staff is working on a searchable index of photographs arranged by topic. It also aims to eventually make available on the INS web page selected photos from the collection.

The photo collection started modestly in 1988 when the library acquired prints of about 20 photographs from collections at the National Archives and the Library of Congress, according to INS historian Marian Smith. Additional photos have

been sent by district, sector and program offices, which often discover troves of photographs while clearing out old files. The *INS Reporter*, an internal newsletter that was published from 1943 until the 1980s, contributed many photos from the 1960s and 1970s.

Persons with photos depicting INS activities that they would like to contribute are asked to contact Crystal Lloyd-Williams, who maintains the collection. Archivists would appreciate all information that is known about a photograph, such as where and when it was shot and a description of what is depicted.

The last three decades have brought enormous technological change to INS operations, especially in information technology. In 1969, when this photograph was taken at the INS visa processing center in Washington, D.C., the staff each day processed records of about 50,000 nonimmigrant visitors to the United States. The Friden Flexowriters pictured here were described as emitting noise similar to a machine gun. The INS now contracts with a private firm that operates in London, Ky., to process arrival records collected from Ports of Entry.



## ***Blaine's bid to take a bite of border crime wins a Public Service Excellence Award***

A Border Patrol Agent and a Royal Canadian Mounted Police (RCMP) Inspector sat down to what was billed as a "breakfast of champions" in the Cannon Congressional Office building in Washington, D.C. on May 7. Border Patrol Agent David M. Keller and RCMP Inspector Pete Thompson were two of about 50 "champions" to receive national recognition for excellence in public service.

Five years ago, they were the initial recruits to the Integrated Border Enforcement Team (IBET), a coordinated effort between the United States and Canada to combat organized crime along the border between western Washington state and Canada.

Today, IBET's core membership includes the two founding agencies, plus the U.S. Customs Service and Canada Customs Border Services. Another 12 state and local police agencies also participate. IBET is credited with curbing organized smuggling and other criminal activities in the Blaine Border Patrol Sector and has been held up as a model for cross-border cooperative policing.

The breakfast in Washington recognized IBET as one of seven government programs to receive the prestigious 2001 Public Service Excellence (PSE) Awards. IBET was one of 213 programs nominated for the Public Service Excellence awards and was judged the winner in the international category. The PSE Awards were created 17 years ago to encourage innovation and excellence at all levels of government - from town halls to federal agencies - and to showcase examples of exemplary public service.

The awards program is organized by the Public Employees Roundtable, a coalition of management and professional associations representing nearly 1 million public employees nationwide. The awards breakfast traditionally kicks off Public Service Recognition Week across the nation.

This year's crop of winning programs "reflect a growing ability of public agencies to leverage limited resources and bridge

jurisdictional boundaries," said Lawrence Friedl, the chair of the PSE Awards. IBET exemplified this trend in that its member organizations "partnered to leverage resources and share information so that the total would be more than the individual agencies," Friedl said. It serves as "an excellent example of putting ultimate outcomes ahead of individual agency aspirations."

The two uniformed officers shared their front-row table in the Cannon building's Congressional caucus room with the Special Agent in Charge of the Customs Service's Seattle Office, Rodney C. Tureaud, Jr., and Blaine Deputy Chief Patrol Agent J.C. Bates.

"We got together to try to be more aggressive by putting together something that would be productive and long-term," Keller, the Blaine Sector's Lead Intelligence Agent, said just before the ceremony. "It's been a long-term success and that's probably the biggest thing."

### **History of Cooperation**

The Border Patrol and the RCMP were hardly strangers when Agent Keller met then RCMP Corporal Thompson, who had been newly assigned to the RCMP post in Chilliwack, B.C., about 35 miles northeast of the Blaine Port of Entry. The two police agencies had long cooperated on border crimes, but typically on a case-by-case basis. Broad attacks on smuggling syndicates were usually pursued separately, depending on the side of the border where the smugglers were discovered.

In the mid-1990s, the border's protectors faced a growing threat from organized gangs, particularly in drug-smuggling. Some of the emerging criminal syndicates boasted international connections that extended far beyond the immediate border. A few trafficked interchangeably in illegal aliens, drugs, stolen goods or laundered currency.

Interest grew in achieving closer and continuous cross-border contacts among law enforcement agencies. The Border



Holding the Excellence Award trophy are Customs Service Agent Rodney C. Tureaud, Jr., Royal Canadian Mounted Police Inspector Pete Thompson and Border Patrol Agent David M. Keller.

Patrol and the RCMP representatives were joined by U.S. Customs, its Canadian counterparts and the state and local police groups.

The decision was made early that IBET would not be "strictly a drug enforcement mission," Keller recalled. IBET's stated goal is "the targeted interdiction of contraband," including illegal aliens.

For the 29 months between May 1998 and last October, IBET is credited with apprehending 288 individuals and seizing 180 pounds of cocaine, 3,250 pounds of marijuana and nearly \$1 million in U.S. currency.

Deputy Chief Bates, who transferred to the Blaine Sector last year, gives much of the credit for IBET's success to the leadership and early support given the program by former Blaine Chief Cary James, who retired from the Border Patrol last January.

Working through IBET, Bates said he hopes to develop even closer ties with the RCMP and the other agencies. At some point, he can foresee sharing even daily operational plans with his RCMP counterparts.

But as the breakfast broke up, the immediate planning issue appeared to be putting together a rotation schedule that will give every IBET member agency the opportunity to display the handsome 2001 Public Service Excellence trophy.



# HEADQUARTERS *News*

## THE MANY ROLES OF INS GO ON DISPLAY FOR PUBLIC SERVICE WEEK

At the age of 11, Tavarus Starnes is still a decade away from giving any serious thought to joining the Border Patrol. Still, he returned home to North Carolina in May knowing that Agents do some fun things, like ride snowmobiles.

Tavarus with his friend, Freddie Marshall, were two of the dozens of children who climbed onto a Border Patrol snowmobile and let their imaginations run wild on a hot afternoon in May, a short walk down the hill from the U.S. Capitol.

Inside a huge tent pitched on the National Mall, the INS was just one of the 65 federal agencies vying for attention during a three-day exhibit that was the focus of National Public Service Recognition Week in the nation's capital.

The week of events serves the dual purpose of calling the public's attention to the often-overlooked accomplishments of public servants and generating interest in public service careers.

Staff from various INS branches - Detention and Removal, International

Affairs, the National Customer Service Center, Human Resources Division (HRD), Inspections and Border Patrol - supervised a row of booths and lured the public to take a second look at the many-faceted functions of the INS.

For recent college graduates - and others reconsidering their career choices - representatives from the various INS programs and the Human Resources Division were on-hand to ply job-seekers with information about working for the INS.

As visitors meandered down aisles of exhibits, agencies competed for their attention.

The Border Patrol exhibited an impressive array of equipment, including a patrol cruiser, and all-terrain vehicle, a snowmobile and a recruitment robot, plus BORIS, a Border Patrol canine. This was backed by a big-screen television depicting the Border Patrol's 75th anniversary highlights and a photo display of the Border Patrol's varied duties.

Just around the corner from the INS exhibit, the Bureau of Printing and Engraving used a guaranteed crowd-attractant - free plastic packets containing

\$20 in paper currency. Granted, it would be difficult to check out the contents because the dollar bills were rejects that had been shredded to the consistency of grass clippings.

Under this year's chosen theme, "Team INS - The Gatekeepers of America," the INS put on display the varied functions that fall under its broad mission.

Visitors could test their knowledge on a Citizenship examination or learn how the Asylum Corps assists foreign-born persons who would face danger if they were returned to their home countries.

Over at the National Customer Service Center exhibit, Sheldon Lehner, an Information Management Specialist, asked passing school-age children if they knew of any foreign-born classmates at their schools. Visitors were soon introduced to a reservoir of information about the naturalization process that could be tapped by calling the Center's toll-free phone number.

Troy Johnson explained his job as a relatively new employee at the Detention and Removal facility in Salisbury, Md.

Some job seekers said they already knew something about the INS, underscoring the lasting impressions that are made

*Continued on page 16*

**Putting service first** Clockwise from top left: A recruitment display; Detention and Removal Officers Mark Homero and Troy Johnson greet Acting Commissioner Kevin Rooney; Oscar Montano and his dog, K-9 BORIS, with the Acting Commissioner; Freddie Marshall and Tavarus Tarnes get a grip on a Border Patrol snowmobile; Information Specialist Sheldon Lehner talks with Massachusetts high school students Elizabeth Tuzzolo and Brittany Pellet; Beverly Wormley and Joyce Stadnick of International Affairs greet Mr. Rooney.



## ***Agents find that tunes of misty Scotland are well-received on the streets of Laredo***

Ian O'Reilly's decade-old desire to publicly play the bagpipes has found an outlet on the Texas plains - and in the service of the Border Patrol.

Perhaps even more surprising is that Agent O'Reilly's infectious enthusiasm for bagpiping has gripped three other Laredo Sector Border Patrol Agents. They are all now playing as part of the Laredo Sector's Honor Guard.

O'Reilly and Agent Terry McDowell first performed at a public event last August. In May, the Laredo Sector's four bagpipers and three drummers played at their most important event yet: the memorial ceremony honoring Border Patrol agents who have died in the line of duty.

The ceremony, held in front of INS headquarters, was made even more poignant by memories of two fallen Laredo Agents, Daniel M. James, Jr., and Jason C. Panides, who died, respectively, in March and April of this year. Agent Panides was assigned to the Laredo North Station, the same post where five of the seven band members serve.

For the Washington ceremony, the group performed renditions of *Going Home*, *America the Beautiful* and *Amazing Grace*. That the selections sounded flawless can be credited to the band members' devotion to practice. Each of the four bagpipers sets aside at least 25 hours each month to practice, both alone and in weekly group sessions.

"It's a love for the music and a love for the instrument," O'Reilly explained.

### **Lucky Circumstances**

That bagpipes caught on in Laredo is due to a lucky set of circumstances. In late 1999, less than a year after O'Reilly arrived at the North Laredo Station from the Border Patrol Academy, he mentioned to McDowell his plans to order a set of bagpipes.

That hit a chord with McDowell. He had purchased a set of bagpipes while

serving in the Marine Corps on a hunch that someday he would learn to play. That someday soon arrived and, after a bit more than one year of training, "he's become a very accomplished piper," O'Reilly said.

Then Agent John Letney, who had already been recruited as the bass drummer for the sector's Honor Guard, and Agent Jeff Ryan both took up the bagpipes under O'Reilly's instruction. Octavio Arvizu, Clifford Gill and Jeffrey Southerland came on board as drummers. Letney doubles as bugler.

"The pipe and drum just blossomed inside the Honor Guard," O'Reilly said.

The Agents' commitment is measured not just by the time they devote to practice, but also by the cash they spend on gear. A set of bagpipes sells for about \$600 to \$1,000. A wardrobe - aside from the Border Patrol-issue shirt - costs each man about \$350. The outfit consists of a kilt made from the Black Watch tartan, a Glengarry (cap) with eight-inch military plume, spats and hosiery, plus a horsehair sporran, which is the purse suspended from a belt and worn at the front of the kilt.

"The Laredo Sector has been generous in giving us latitude regarding the uniform," O'Reilly said. Both Chief John Montoya and Assistant Chief Oscar Garza have been supportive in other ways too. The band was included in a larger contingent of Laredo Agents who attended Agent Panides' funeral in Jacksonville, Fla. The band played *Going Home* at the service.

O'Reilly's own introduction to bagpipes was a chance event. While a teenager in Port Richey, Fla., he heard a concert by a bagpipe band comprised mostly of retirees. Smitten by the sound, O'Reilly vowed to someday learn to play.

While attending the University of South Florida in Tampa, he got in touch with the same bagpipe band that he had heard earlier. One of the band's most experienced pipers, a retired New York City Transit policeman, was willing to teach a curious college student. O'Reilly, as



Bagpiper Ian O'Reilly, at right is joined by Jeff Ryan and drummer Octavio Arvizu during the recent ceremony at INS Headquarters.

the "youngster," was eventually allowed to practice with the band.

### **Big Plans in Laredo**

Of his Laredo experience, O'Reilly praised his fellow band members. "I don't believe a civilian band could accomplish what we've done in a year." He readily concedes that the Laredo band still has a ways to go and particularly admires two more seasoned bagpipers, Michael Gregg and Michael Pomeroy, who are with the San Diego Sector Honor Guard.

The Laredo pipers and drummers are aiming high. With help from the half dozen Border Patrol sectors that have one or two bagpipers, "Our goal is to provide the service with a regimental-quality band," O'Reilly said. "We'd like it to inspire the public, so that when they see us, they'll have more enthusiasm for our service and our mission."

Band members say they have glimpsed the potential for such a regimental band from their own appearances in community parades in the Laredo area. Most of the parade onlookers "don't give the Border Patrol much thought," O'Reilly said. But, after watching the Laredo Sector's pipe and drum band, "people who are usually stand-offish come right up and shake our hands."

Even for the pipers and drummers of Laredo, who have traveled far in the last year, forming a regimental band might take a bit more time to accomplish.



## *The INS pauses to honor those who died in the line of duty*

The INS paused May 14 to honor those from its ranks who have died in the line of duty.

A 30-minute ceremony in front of INS headquarters, organized by the Border Patrol, brought together uniformed officers from both Inspections and the Border Patrol, INS officials and staff, plus a few surviving family members of fallen INS officers.

About 150 persons watched from the curb along I Street, as Acting Commissioner Kevin D. Rooney and Border Patrol Chief Gustavo De La Viña, placed a wreath at a cloth-draped memorial that stood next to the main entrance of INS headquarters.

For the remainder of the day, the Border Patrol Honor Guard maintained a rotating vigil at the memorial, with each hour punctuated by a changing of the guards. For the morning ceremony, the Honor Guard was joined by about 30 other Agents and 25 uniformed Inspections staff, who crisply saluted their fallen comrades.

The year 2000 had been kind to the INS. For the first time since 1994, no INS personnel died in the line of duty for an entire year. However, the respite from mourning proved to be brief. Already in 2001, two Border Patrol Agents, both from the Laredo Sector, have died.

In March, Agent Daniel M. James, Jr., died as a result of injuries he sustained in a

vehicle accident in January that occurred when he and his partner pursued a truck suspected of being involved in alien smuggling.

Again in April, the Laredo Sector honored Agent Jason C. Panides, who was struck by a tractor-trailer on an interstate on-ramp while assisting in the apprehension of illegal immigrants. (See story on page 2).

The memories of the two recent losses were vividly fresh to the seven-member bagpipe and drum unit from the Laredo Sector, which was summoned to perform at the ceremony. Five of the seven band members are assigned to the Laredo North station, where Agent Panides served.

As part of National Police Week, the 20-member Border Patrol Honor Guard, under the direction of El Paso Sector Supervisory Border Patrol Agent Dan M. Harris, Jr., assisted in two related observances. The day before the INS' ceremony, the Border Patrol Honor Guard assisted Washington, D.C., police in the annual Candlelight Vigil at the National Law Enforcement Officers Memorial in the nation's capital. On the marble walls of the memorial are inscribed the names of more than 14,000 law enforcement officers who have died on duty in the United States.

The most prominent event of the week was the Peace Officers Memorial Day,

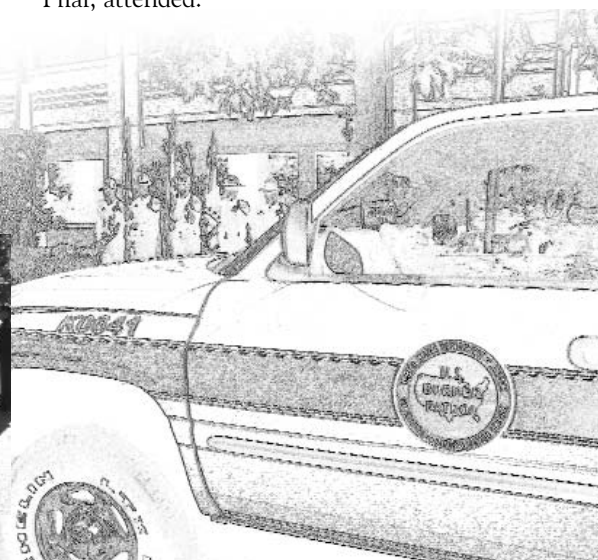


which is marked every May 15 with a ceremony on the grounds of the U.S. Capitol. President George W. Bush spoke and serving as a sign-language interpreter for the hearing impaired was Marie Connelly, herself the widow of a departed Border Patrol Agent. Her husband, Keith Connelly, was killed in 1989 while serving with an anti-smuggling unit Fresno, Calif.

The Border Patrol's Honor Guard assisted the surviving family members of two other INS officers who died in the line of duty. They were:

Theodore Newton, Jr., who died in 1967 near Temecula, Calif., and was represented by his daughter, Margaret Newton-Day.

John Orellana, an INS Criminal Investigator who died in El Centro, Calif., in 1998. His wife, Aura, and daughter, Pilar, attended.



# HEADQUARTERS *News*



## **Border Patrol Explorer Post places second in competition**

The Imperial Beach Border Patrol Explorer Post #1924 tugged and scrambled its way to a second-place finish in the nation's largest law enforcement Explorer competition in April.

More than 100 Explorer posts, including six sponsored by the San Diego Border Patrol Sector, competed in the 2001 Colorado River Explorer Competition, held in Needles, Calif.

"The Explorers were complimented by other posts on their teamwork and comradery throughout the competition," said Amber Herrera, an adviser to the post and a Border Patrol Agent. "They were always quick to help each other out and cheer each other on."

The Explorer program, a part of the Boy Scouts of America, helps youth learn about careers in fire safety, law enforcement and medical services. Before entering a program, each Explorer is required to pass physical tests and to complete an interview process. Once accepted, they gain hands-on experience in a chosen career field through their involvement in physical training, community service and education.

New scouts are initially enrolled in a basic training course and must complete a probationary period before receiving badges upon graduation. The badges resemble official Border Patrol badges.

In the Needles event, the scouts competed in a variety of scenarios designed to test their acquired law enforcement skills and knowledge. Other events emphasized teamwork and physical fitness. Post #1924 placed second overall with a combination of four first-place finishes and five second-place finishes in various events. The competition was sponsored by the California Highway Patrol.

The Imperial Beach Post roster included: Explorer in Charge Salvador Mendez, Humberto Lopez, Juan Aguilar, Frankie Cummings, Ivan Garcia, Jose Urrea, Jasmin Estrada, Guillermo Prado, Kayla Campbell, Pete Prado, Cristian Pelayo, Nadina Gonzalez, Noel Mendez, Grisset Castelo, Ada Rivapalacio, Crystal Perez, Rafael Contreras, Luis Mendiola, Jovanna Vega, Brandon Herrera, and Victor Lopez.

Border Patrol Agent Advisers Alfredo Jimenez, Ricardo Garcia, Amber Herrera, Ruben Gonzalez, Cliff Rocquemore, and Catherine Hill, along with Associate Adviser Jesus Torres, attended the five-day competition.

## **Agents corral a cattle truck toting nearly 2 tons of marijuana**

Border Patrol agents keeping watch over what is known as the International Cattlepens area, about one mile from the Santa Teresa Port of Entry in New Mexico, were suspicious of a large cattle truck making a midnight pick-up.

Their quick action led to the seizure of 3,490 pounds of marijuana and the arrest of the truck's 46-year-old Mexican driver on April 8. The shipment had an estimated street value of \$2.8 million and was the largest of 14 drug seizures, valued at a total of \$5.8 million, made by Santa Teresa agents since last Oct. 1.

"In view of this most recent seizure, we plan to step up our vigilance to crack down on narcotics

smuggling of this type in southern New Mexico," said El Paso Sector Chief Luis Barker.

The agents first spotted bags being loaded onto the truck trailer, which had been parked near the cattle pens on the U.S. side of the border. An individual was also seen atop a nearby water tank.

Agents stopped the truck after it was driven onto nearby International Boulevard. A Border Patrol canine was used to confirm the presence of marijuana in 38 duffel bags found in the trailer. The driver, contraband and the truck were turned over to the U.S. Customs Service.



**HOW SOME OF  
THE NATION'S  
TOP LAW  
GRADUATES  
COME TO HANG  
OUT THEIR  
SHINGLES AT  
THE INS**

Each year, about two dozen of the top graduates from the nation's law schools hire on at the INS through the Department of Justice's Honor Program.

On April 26, for the first time, the Honor Graduates, as they are called, were summoned to INS headquarters to be formally welcomed as a group. The 20 attorneys also attended an afternoon reception, hosted by

Attorney General John Ashcroft, for Honor Program attorneys working throughout the Justice Department. Most members of the INS contingent graduated in 2000 and started working last fall in district offices around the country.

"This is a very special group," Acting Commissioner Kevin D. Rooney told the attorneys, most of whom just one year before were preparing for final examinations and graduation. "We're very proud to have you here."

For attorneys fresh from law school and looking to work for the INS, the Honor Program offers the only way to get in the door. Other candidates for attorney jobs at INS must have practiced law a minimum of one year before applying.

### Highly Selective

Admission to the Justice Department's Honor Program is highly selective. It is based on a combination of superior class grades, academic achievements such as participation in moot court or law review, and related work experiences. Some members of the class of 2000 Honor Graduates at the INS, for example, previously worked on immigration or refugee issues at public or private agencies, or at law firms specializing in those fields.

After gaining a few years of valuable experience, many of the Justice Department's Honor Program alumni are aggressively recruited by private law firms or businesses.

The INS has retained most of the Honor Graduates it has welcomed since 1984, when the INS sharply expanded its use of the Honor Program as a recruitment tool, according to Craig Rainesford, Associate General Counsel. One of the alumni is

Victor Cerda, who now serves as a Special Assistant to the Chief of Staff.

A special attraction for the Honor Graduates is the opportunity early in their careers to argue cases in court. Paired with a seasoned INS attorney, the Honor Graduates typically are helping to represent the INS in court cases during their first weeks on the job. Within a few months, some of the attorneys are appearing solo before judges for some types of court hearings. This hands-on experience makes the Honor Graduates the envy of some former classmates who work at large law firms and might wait years for a similar opportunity.

### Opportunity to Learn

"If you want to learn to litigate, this is the program," Rainesford said.

Filling out their day in Washington, the Honor Graduates heard presentations from the Border Patrol, the Immigration Services Division and separately from the offices of Investigations, Inspections, Detention and Removal.

"The Honor Graduate group is a very special thing within the Department of Justice," said Acting Commissioner Rooney, who as the Assistant Attorney General for Administration during the 1980s helped organize a 25th anniversary celebration of the program.

The Honor Program was created during the 1950s by the Eisenhower administration as a more equitable system for hiring new Justice Department attorneys, he said. Previously, attorneys looking to work in the department typically were of the same political party as the President and needed the endorsement of their local Congressman.

The Honor Program "brought change into the department at the lower staff level," Rooney said.

It also offers useful experience for new attorneys, he said. At the INS, "you'll be confronted with life and death issues. The most thrilling thing is to say that you represent the U.S. government."

Each of the Honor Graduates introduced themselves by name, INS assignment and law school. Rooney was pleased to hear his alma mater, the George Washington University School of Law, mentioned by Ingrid Abrash. She now works in New York City.



Two new INS attorneys, Anibal Martinez, who went from law school at Columbia University to the Newark, N.J., office, and Michael P. Davis, a University of Illinois graduate who works in Los Angeles, talk about their experiences.



Attorney Jenny Lee of the Los Angeles office greets Hillel Smith, who works in Miami. In the background is Jeanette Lim, also of the Los Angeles office.

# INS NEWS *of Note*

## **INS grants 12-month extension of Temporary Protected Status for Honduras and Nicaragua**

The INS announced May 3 a 12-month extension of Temporary Protected Status (TPS) for Honduras and Nicaragua until July 5, 2002, as part of the Administration's efforts to assist countries affected by Hurricane Mitch.

The extension applies to approximately 105,000 Hondurans and 5,300 Nicaraguans who have already registered for TPS.

"While Honduras and Nicaragua continue to make progress in recovering from the devastation of Hurricane Mitch, the environmental disaster has resulted in substantial disruption of living conditions and both countries remain unable to handle adequately the return of its nationals," said Acting Commissioner Kevin Rooney. "This one-year extension reflects the Administration's continued commitment to provide assistance to the countries devastated by Hurricane Mitch."

Hondurans and Nicaraguans currently registered under TPS who desire an

extension must re-register by filing both the TPS application (Form I-821) and an application for employment authorization (Form I-765) with an INS Service Center. For re-registration, there is no fee for Form I-821. However, a \$100 fee must accompany Form I-765 if an applicant requests employment authorization.

If the applicant does not require employment authorization or already has employment authorization, Form I-765 is still required but no fee is necessary. These forms are available from the toll-free INS Forms line, 1-800-870-3676, and from the INS Web site, [www.ins.gov](http://www.ins.gov).

This extension does not allow Nicaraguans or Hondurans who entered the United States after December 30, 1998 to file for TPS. It covers only Nicaraguans and Hondurans who have continually resided in the United States since December 30, 1998.

## **Visas now required of Colombians making airline connections in the U.S.**

Persons traveling on Colombian passports became ineligible for Transit Without Visa (TWOV) privileges in the United States effective April 2.

The change means that Colombians who intend to take an airline flight to the United States to make connections with an outbound flight to a third-country destination will need a U.S. visa.

The TWOV privileges for Colombians were revoked because an increasing number

of individuals boarded flights as TWOV passengers, supposedly in transit at Miami International Airport to a third country, but refused to depart the United States within the established time limit.

Colombia joins Cuba as the only other Western Hemisphere nation on a worldwide list of countries whose citizens and nationals are ineligible for this in-transit privilege.

## **Early replacement of expiring Crossing Cards aims to reduce disruptions to border traffic**

The INS and the Department of State issued a reminder that the old Border Crossing Cards (BCC), issued by INS to Mexican citizens, will expire on Sept. 30, 2001.

The BCCs, also called Form I-186 or I-586, must be replaced with new 'laser visa' cards, a laminated, credit-card style document that will be valid for 10 years. The goal of the reminder is to replace all of the old BCCs by the Sept. 30 deadline to avoid disruptions to cross-border traffic.

As of May 1, the INS had replaced approximately 3.5 million of an anticipated 5.5 million cards.

## **Angolans granted one-year extension of Temporary Protection Status**

The INS recently announced that it has extended for one year the Temporary Protection Status (TPS) for Angolans residing in the United States.

This extension allows Angolans to renew their status until March 29, 2002. The extension applies to approximately 3,372 individuals. Those who were registered under the program but failed to renew by May 7, 2001, are required to reapply as new applicants.

New applicants have until March 29, 2002 to register. Eligible Angolans must have been continually physically present in the United States since April 5, 2001.

## *INS Career Sustainment casts off for the Bahamas*

*By Douglas Batson*

Few INS employees can work in the sunny Bahamas, but many are taking advantage of a unique opportunity to visit the islands. As of mid-May, more than 180 INS employees and guests from Texas, California, Nebraska, and New York were Bahamas-bound, and there is room for more.

Based on the positive feedback from the 40 "Weekend in New York City" participants, the INS Career Sustainment Program has arranged a Cruise to the Bahamas, September 23-27, 2001. The Sovereign of the Seas of the Royal Caribbean line sails from Port Canaveral, Fla., on Sunday, Sept. 23, 2001, for a 4-day, 4-night cruise to the Bahamas.

With stops at Nassau for shopping and sightseeing, and at a private island for a barbecue and day on the beach, this experience is best shared with family, friends, and colleagues. The Miami District is also prepared to offer the group briefings and tours of INS Inspections at airports and seaports.

Participants arrange their own transportation to and from Orlando. The travel agency can arrange air travel and also pre- or post-cruise packages in Orlando to theme parks and the NASA Kennedy Space Flight Center as well as transfers to Port Canaveral.

***The following costs include all taxes and port charges for the 4-day, 4-night cruise only:***

**Inside Cabin:** \$329.55 per person, based on double occupancy

**Sea View Cabin:** \$354.55 per person, based on double occupancy

*A limited number of cabins are set aside for INS employees to reserve with a \$100 per person deposit.*

Direct all questions about the cruise and travel to Peggy Macy of Covington Cruises, (800) 707-7717 or e-mail [peggym@covtrav.com](mailto:peggym@covtrav.com).

The INS point-of-contact on all other matters is Doug Batson at (202) 305-8406.

**DISCLAIMER:** The Career Sustainment Program is acting as an information conduit. This is not an official activity, nor is it sanctioned by the INS. Participation is voluntary and at your own time, risk, and expense.



# HEADQUARTERS *News*



Assistant Commissioner of Administration David Yentzer, left, with Workers' Compensation Program Managers George Jarvis, Jr., and Karen Dove, holding the plaque, and Glenn Pritchard, Director of Environmental Safety and Health.

## **Worker's Compensation program at INS receives plaque for being "most improved"**

A five-year effort to improve the INS' Workers' Compensation program won recognition in April as the "most improved" in the Department of Justice. The department awarded a plaque to the INS Workers' Compensation group, which operates within the Office of Administration.

Two key parts of the improvement effort were developing service-wide policies and procedures for Workers' Compensation and bringing on two Program Managers, according to Glenn C. Pritchard, Director of Environmental Safety and Health. Before 1996, each INS division implemented its own policies and procedures.

Program Managers Karen G. Dove and George R. Jarvis, Jr., now provide information and guidance to about 65 employees who manage the Worker's Compensation program in INS districts and Border Patrol sectors around the country.

The improvement effort raised the importance of training, both for the specialists who manage the

program and also for their managers, so that they could better understand the program and the importance of getting injured workers back to health and back to work.

Under a new comprehensive strategy, health and safety specialists, who are trained to spot workplace dangers before accidents occur, were brought into regular contact with Workers' Compensation specialists, who deal with the aftermath of injuries. The two groups of specialists have toured work sites to recommend safety improvements.

The Workers' Compensation managers also borrowed and adapted for the INS' needs a computer program that helps track individual injury cases and analyze claims data. Called the Workers' Compensation management information system, or WCMIS, it was developed by the Department of Veteran's Affairs and modified for use by the Department of Justice.

---

## **Public Service** *continued from page 9*

during even brief encounters with INS employees.

Todd Chambers, 23, works at a county jail in Georgia and attends classes in law enforcement that he hopes will someday ease his transition into police work. His occasional contacts at the jail with representatives from Detention and Removal have given him some knowledge about the INS and a positive view of its personnel.

After spending about 10 minutes chatting with Agents at the Border Patrol exhibit, Chambers said he found the agency "very appealing as a career option." Hearing that

endorsement, Agent Amber Herrera of the San Diego Sector, who is a Border Patrol recruiter, quickly supplied information about registering for the Border Patrol examination.

Computer specialist Roger Jenkins knew about the INS through consulting work for a refugee resettlement program for the state of Georgia. He remembered calling the INS about health screening information for some of the program's clients and finding the staff to be responsive and helpful.

With a college degree in human resources and a background in computers, he

would consider working at the INS "if the assignment is good."

During opening ceremonies for the exhibit, U.S. Comptroller General David M. Walker talked about the personal motivations that bring out the best efforts in public servants.

"We don't measure success by the size of our wallet, but the differences we make in the lives of others," Walker said. Those who choose a public service career rank "personal values more than market values; self-worth more than net worth; and are interested in the word 'we' more than the word 'me.'"